



**ACKNOWLEDGMENT CONDITIONS OF EMPLOYMENT - ALL SALARIED OFFERS  
(New Hire/Rehire only)**

**This form is for GE and GE affiliates, which are separate and distinct legal entities, but will be referred to collectively as “GE” in this document for ease of reference purposes only.**

**Instructions:** please read the contents of this **ACKNOWLEDGMENT** and the documents it references carefully. All documents referenced below are available for your review on the eOffer website provided in your offer letter. Your offer of employment is contingent upon your acceptance of the conditions of employment described below. If you accept these conditions, please electronically sign and complete this form.

If you are:

- A **new hire or rehire with a break** in service (Salaried non-exempt or Other Salaried Band), ALL sections (1 through 10) apply, except section 1.f.
- A **new hire or rehire with a break** in service (LTB, PB, LPB, SPB, EB and above exempt bands), ALL sections apply, unless otherwise specified.
- A **rehire with no break in service**, ALL sections apply except 1.a., 1.b. and, unless otherwise required, section 1.c.

Note: 1) for all categories above, section 6 does not apply if you are an exempt employee.  
2) If you are being hired or transferred into an exempt position at LTB or PB level, exclude section 1.f.

1. I acknowledge that the offer of employment made to me is contingent upon meeting all employment requirements, including but not limited to the following:
  - a. The successful completion of a post-offer background investigation.
  - b. My full and accurate completion of the GE’s Background Information form on the background check supplier’s portal.
  - c. The successful completion of a medical examination (as applicable), and a post-offer drug screening test that tests for five substances (marijuana, cocaine metabolites, opiate metabolites, phencyclidine [PCP] and amphetamines) or ten substances (the five previous, as well as benzodiazepines, methadone, propoxyphene, barbiturates, and methaqualone [quaaludes]), depending on my position and location; I hereby consent to submit to such test and authorize release and disclosure of the results to the company.
  - d. Proof of legal authorization to work in the United States. In that regard, within three business days of reporting to work, I will produce certain documents as provided in the “List of Acceptable Documents for I-9 form completion” that establish my identity and work eligibility, and, if applicable, meet the export control requirements of the job offered.
  - e. My review and agreement to the Employee Innovation and Proprietary Information Agreement, which must be electronically signed by me and completed within the Workday application before my start date.
  - f. My review and agreement to the Employee Non-Solicitation Agreement provided on the Workday website, which must be signed by me before my start date.
  - g. My review and agreement to “SOLUTIONS: An Alternative Dispute Resolution Procedure” (the “Solutions Procedure”). I agree to resolve disputes in accordance with the terms of the Solutions Procedure and, accordingly, I agree as a condition of employment, to waive the right to pursue Covered Claims (as defined in the Solutions Procedure) against the Company in Court (bench or jury trial) or on a class basis in Court or arbitration. I agree to accept an arbitrator’s award as the final, binding, and exclusive determination of all Covered Claims. I understand that, to the extent any Covered Claim I may have is prohibited by applicable statute or regulation from being mandated to arbitration, I will have an option to, but will not be required to, submit my claim to binding arbitration. My signature on this form constitutes acknowledgment of my receipt and review of a copy of and agreement to the Solutions Procedure. I understand that if I live and work in California at the time that I am hired and at the time when any dispute(s) arises, my Solutions claim will be governed by California law (notwithstanding any Solutions provision to the contrary).
  - h. I am not currently debarred, suspended, or otherwise ineligible to work on any federally funded program.
  - i. My receiving a security clearance, if one is required for the position offered.
2. I acknowledge that I have received and reviewed the guide to GE and GE affiliate policies, *Integrity: The Spirit & the Letter of Our Commitment*. I understand that every employee is required to comply with the policies described in the guide. My signature on this form acknowledges my personal commitment to comply with the policies described in that guide. When I have a concern about a possible violation of GE or GE affiliate policy, I will report the concern to a manager, a compliance resource within my business, company legal counsel, an ombudsperson or another contact listed in the employee guide.
3. I affirm that either (A)(1) I am not currently subject to a non-compete or employment agreement that would interfere with my ability to work for GE and (A)(2) neither I nor my spouse or business partners are currently or were formerly employed by or service providers to any local, municipal, state, national, or federal agency, military branch or other governmental authority, where I (or they) have or had responsibility or involvement in any matter affecting GE ; **OR** (B) If (A)(1), (A)(2) and/or 1.h. (above) apply to me, I have disclosed the appropriate details to the company and have received permission to proceed with the hiring process.

4. I acknowledge that GE is not interested in obtaining from me any confidential or proprietary information concerning my current or previous employer(s) or its business. I affirm I have not disclosed any such information during the course of my interviews or other discussions with GE. In addition, upon acceptance of the offer of employment from GE, I will not use or disclose any such information to GE at any time, including during the course of such employment.
5. I acknowledge that the statement of an annual salary, or monthly, weekly or hourly wage, in the offer letter is for convenience only and does not imply a guarantee of employment for any specific period, and all employment with the Company is at will.
6. I understand and agree that if I use more vacation or other paid time-off benefits than the amount to which I am entitled, the Company may seek reimbursement through payroll deductions or other means to the extent permitted by law.
7. I understand that the provision of any false or misleading information or the omission of relevant information during the hiring process or at any time during my employment with the Company will be sufficient grounds for immediate discharge and will render me ineligible for Company benefits, as allowed by law.
8. I agree that in the event I terminate employment within 24 months of my start date or transfer date (as identified below), for any reason other than Retirement from the Company, Death, Disability, Layoff, Plant Closing or transfer to a successor employer, I will reimburse the Company for any relocation funds paid or reimbursed under the GE Relocation Program. I further authorize the Company, to the extent permitted by law, to deduct and offset any such relocation monies owed from any payments the company owes me, e.g. wages, bonuses, expenses, or vacation pay. If these deductions are insufficient, I agree to reimburse the Company for the balance.
9. I agree that in the event I voluntarily terminate employment within 12 months of my start date or transfer date (as identified below), I will reimburse the Company for any hiring bonuses received. I also agree to reimburse the Company for any outstanding monies owed the Company that have not been repaid by the time employment is terminated. I further authorize the Company, to the extent permitted by law, to deduct and offset any such hiring bonus or monies owed from any payments the company owes me, e.g. wages, bonuses, expenses, or vacation pay. If these deductions are insufficient, I agree to reimburse the Company for the balance.
10. I understand that if I live and work in California at the time that I am hired and at the time when any dispute arises under the EIPIA, the Employee Non-Solicitation agreement, or the guide to GE and GE affiliate policies, *Integrity: The Spirit & the Letter of Our Commitment*, that dispute will be governed by California law (notwithstanding any provision in the EIPIA, Employee Non-Solicitation agreement or the guide to GE and GE affiliate policies, *Integrity: The Spirit & the Letter of Our Commitment* to the contrary).

By signing below, I accept the conditions of employment described above on this page and the prior page and as outlined in my Offer Letter, and I accept the offer to work for GE.

Offer Letter Date: \_\_\_\_\_ Position Title: \_\_\_\_\_

Print Name: \_\_\_\_\_

Start/Transfer date determined by myself and Hiring Manager: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_